



# DEVON & SOMERSET FIRE & RESCUE AUTHORITY

<b>REPORT REFERENCE NO.</b>	<b>DSFRA/10/18</b>
<b>MEETING</b>	<b>DEVON &amp; SOMERSET FIRE &amp; RESCUE AUTHORITY</b>
<b>DATE OF MEETING</b>	<b>30 JULY 2010</b>
<b>SUBJECT OF REPORT</b>	<b>MEMBER CHAMPIONS – CLIMATE CHANGE AND SUSTAINABILITY AND EQUALITY AND DIVERSITY</b>
<b>LEAD OFFICER</b>	<b>Clerk to the Authority</b>
<b>RECOMMENDATIONS</b>	<p>(a) <i>that the role profiles for the Equality and Diversity Member Champion and the Climate Change and Sustainability Member Champion, as appended to this report, be approved;</i></p> <p>(b) <i>that appointments be made to these posts, the Term of Office to be until the Annual Meeting of the Authority in 2011.</i></p>
<b>EXECUTIVE SUMMARY</b>	<p>The Authority, at its Annual Meeting on 28 May 2010, deferred appointments to the posts of Equality and Diversity Member Champion and Climate Change and Sustainability Member Champion pending production of role profiles for each post.</p> <p>These role profiles have now been developed and are attached at Appendices A and B to this report. They have been considered and commended for approval by the Human Resources Management and Development Committee (Equality and Diversity Member Champion) (Minute HRMD/11 refers) and the Resources Committee (Climate Change and Sustainability Member Champion) (Minute RC/9 refers).</p> <p>The role profiles are now presented for Authority approval and for appointments to be made to the posts, the Term of Office to be until the Annual Meeting of the Authority in 2011.</p>
<b>RESOURCE IMPLICATIONS</b>	Nil.
<b>EQUALITY IMPACT ASSESSMENT</b>	The posts should serve to enhance within the service and Authority the profile of Equality and Diversity and Climate Change issues.

<p><b>APPENDICES</b></p>	<p>A. Equality and Diversity Member Champion Role Profile.</p> <p>B. Climate Change and Sustainability Member Champion Role Profile.</p>
<p><b>LIST OF BACKGROUND PAPERS</b></p>	<p>Schedule of Appointments to Authority Annual Meeting 28 May 2010.</p> <p>Report HRMD/10/13 – “Member Champion for Equality and Diversity Role Profile” – to the meeting of the Human Resources Management and Development Committee held on 17 June 2010.</p> <p>Report RC/10/14 – “Member Champion for Climate Change and Sustainability – Role Profile” – to the meeting of the Resources Committee meeting held on 16 July 2010.</p>

**1. BACKGROUND**

1.1 The Authority, at its Annual Meeting on 28 May 2010, deferred appointments to the posts of Climate Change Member Champion and Equality and Diversity Member Champion pending the production of role profiles for these posts (Minute DSFRA/6(c) refers).

**2. CURRENT POSITION**

2.1 The Human Resources Management and Development Committee, at its meeting on 17 June 2010, considered a role profile for the Equality and Diversity Member Champion and resolved to commend this to the Authority for approval (Minute HRMDC/11 refers). A copy of this role profile is attached as Appendix A to this report.

2.2 Similarly, at its meeting on 16 July 2010, the Resources Committee considered a role profile for the Climate Change and Sustainability Member Champion and resolved to commend this to the Authority for approval (Minute RC/9 refers). A copy of this role profile is attached as Appendix B to this report.

2.3 In the meantime, the Authority Chairman has received the following expressions of interest for these posts:

Equality and Diversity Member Champion – Councillors Randall Johnson and Turner.

Climate Change and Sustainability Member Champion – Councillor Leaves.

2.4 Appointments to the posts are clearly a matter for the full Authority to determine but in doing so Members may wish to have regard to the expressions of interest declared. In relation to the two expressions of interest for the Equality and Diversity Member Champion, the Authority may wish to consider appointing both Members to this post as it is suggested that to do so could only be seen as strengthening the commitment of the Authority in this significant area.

2.5 The Authority is invited to consider this report with a view to approving the role profiles for but the Equality and Diversity and Climate Change and Sustainability Member Champions and making appropriate appointments to these two posts, the Term of Office to be until the Annual Meeting of the Authority in 2011.

**M PEARSON**  
**Clerk to the Authority**

**DEVON & SOMERSET FIRE & RESCUE AUTHORITY**

**Member Equality and Diversity Champion: Role profile**

**Aims of the role**

- Assist the Authority in fulfilling the requirements of the National Equality and Diversity Strategy
- Assist the Authority to achieve Excellent against the Equality Framework for Fire and Rescue Services by 2014

**Requirements of the role**

- Work closely with a nominated principal officer on Equality and Diversity issues
- Act as an advocate, lobbyist and provide leadership for Equality and Diversity issues
- Generate ideas and concepts to support and develop policy
- Act as the main Member point of contact for the Authority for Equality and Diversity
- Where appropriate, to advise DSFRS Members on political and strategic issues associated with equality and diversity
- Effectively challenge behaviour or practices which are not in accordance with the principles of Equality and Diversity
- Attend seminars and other relevant events to gain and maintain specialist and current knowledge of the topic
- Act as advocate for Best Practice in Equality and Diversity
- To assist with the development and scrutiny of strategies and policies including Making the Connections the single equality scheme
- Attend the Equality and Diversity monitoring group and assist in the scrutiny of priority Equality Impact Assessments (EqIAs)
- Encourage all Authority Members to communicate and champion the Authority's Equality and Diversity work in their communities

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### Climate Change and Sustainability Champion: Role profile

#### Context

Earlier this year the Devon and Somerset Fire and Rescue Authority approved a Carbon Management Plan (CMP) which sets out the ambition for the Service to become a low carbon organisation. To do this, the Service has calculated its Carbon Footprint to identify the source and magnitude of CO<sub>2</sub> emissions and a range of projects and initiatives have been instigated which will improve energy and fuel efficiency, engage with and build capacity amongst our staff, report on performance and embed Carbon Management into day to day activities and decision making. This is a challenging plan, which responds to increasing pressure put upon local government, industry and the public to reduce CO<sub>2</sub> emissions.

To avoid the potentially devastating effects of climate change, the UK government has established that we need to cut emissions by 80% in 2050 against a 1990 baseline and has enshrined the target in the Climate Change Act 2008. This is backed up internationally following the Copenhagen Accord, which recognises that we need to limit any future global temperature increase to 2°C or less.

#### Member Sponsor Requirement

- To champion the programme within the Fire & Rescue Authority
- Help to embed carbon management into the policies, management and culture of the Fire & Rescue Authority
- To present and/or support the Carbon Management Programme to senior level decision making bodies
- As a member of the Internal Devon & Somerset Fire & Rescue Service (DSFRS) Carbon Management Team, there is the option to attend the Team Meetings and to receive briefings from the Project Sponsor and Project Team Leader.

#### Scope

The scope of our work on Climate Change and Sustainability across the region is potentially very wide and is ultimately driven by legal obligations (Such as the Climate Change Act), our statutory responsibilities as a Fire and Rescue Service (such as flood response) and our work with partnerships throughout the region. Our Corporate Plan will also establish priorities for our use of resources, assets (e.g. buildings and fleet) and local risks associated with Climate Change. The current work programme has primarily been based around the development of the Carbon Management Plan (CMP) approved by the Authority in May this year, which establishes an aspirational target for Carbon reduction (30% from a 2008/9 baseline) and identifies specific projects and actions over the next 5 years to achieve this target, a number of these are already in hand.

Key areas of work over the next 12 months will include:

- Implementation of the CMP;
- Staff awareness and engagement activities (including establishing a network of station based environmental champions, intranet resources and campaigns);

- Performance Management (including Local Performance Indicators covering Carbon Emissions, Energy, Waste and Water) particularly through the installation of SMART meters;
- Sustainable Procurement (as part of the new Regional Procurement Strategy);
- Environmental Capital Programme (Building Improvements including Heating Systems, Lighting, Insulation etc);
- Review of fleet and transport use;
- Renewable Energy Generation – evaluation project;
- Working with Local Strategic Partnerships, “Total Place” initiative and area wide energy efficiency and renewable energy schemes;
- South West Chief Fire Officers’ Association (SW CFOA) Climate Change and Sustainability Practitioners group (Currently Chaired by Avon FRS).